

Cedar Rapids/Iowa City

TECHCORRIDOR

Fringe Benefit Profile



Released October 2010

Iowa Workforce Development and its Board of Directors worked in partnership with the Employers' Council of Iowa to contact a random sample of local employers across all industrial classifications and employment ranges. Responding businesses provided information on fringe benefit packages offered in the Technology Corridor region that encompasses Benton, Cedar, Iowa, Johnson, Jones, Linn, and Washington counties in Iowa. The information provides a detailed analysis of employer-provided benefits. This information will assist businesses, community leaders, and workers to make better informed decisions on expansion and retention initiatives, community development projects, and job offerings.

This information is analyzed and compiled by

Regional Research & Analysis Bureau

1000 E. Grand Avenue
Des Moines, Iowa 50319
(515) 281-4896

www.iowaworkforce.org

[Fringe Benefit Profile]

Benefit Overview

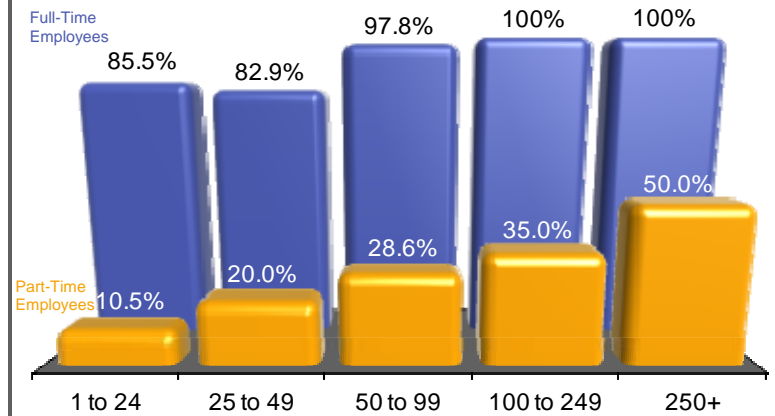
Nearly two-fifths (38.5%) of the employers located in the Technology Corridor region participated in the survey by providing input on the fringe benefits they offer (2,449 businesses were sent the survey, 943 provided responses). Results are detailed by four benefit category offerings - Insurance, Paid Leave, Retirement, and Additional Benefit Offerings - industry sector, and employment range amongst full-time and part-time employees.

- 65.7% of businesses with employees offer a fringe benefit package in addition to wage compensation
 - 9.4% offer benefit packages that are union negotiated
- The average hours worked to be considered full-time is 38 per week
 - 91.0% employ at least one full-time employee
 - 65.2% employ at least one part-time employee
 - 19.9% employ at least one temporary/seasonal employee

Insurance - Health/Medical

- 93.1% of employers offer a health/medical insurance plan in their total benefit packages
 - 99.8% offer health/medical insurance to full-time employees
 - 19.8% offer health/medical insurance to part-time employees
- 10.3% plan to begin offering a health/medical insurance plan within the next two years
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 17.3%
 - 48.4% of those who offer health/medical insurance plan to increase employee's contribution in the next year
- The majority of employers offer three types of medical insurance plans. The following represent those who are enrolled in a health/medical plan offered by the employer
 - 30.5% Traditional Indemnity Plan
 - 64.9% Preferred Provider Org. (PPO)
 - 11.7% Health Maintenance Org. (HMO)
 - 7.6% undetermined plan type
- 12.4% offer health/medical insurance to retired employees
 - 29.7% cost share premiums for retirees coverage (not including family)
- 62.5% cost share premiums associated with health/medical insurance for full-time employee coverage (not including family)
- 85.0% cost share premiums associated with health/medical insurance for part-time employee coverage (not including family)

Percent of Employers Offering Health/Medical Insurance by Employment Size & Status



Insurance - Prescription Drugs

- 88.7% of employers offer prescription drug coverage in their total benefit packages

Full-Time Employees

- 99.6% of those employers offer a prescription drug coverage plan in their total benefit packages
 - 63.8% cost share premiums associated with prescription drug coverage

Part-Time Employees

- 20.3% of those employers offer a prescription drug coverage plan in their total benefit packages
 - 86.2% cost share premiums associated with prescription drug coverage

Insurance - Vision Coverage

- 45.4% of employers offer vision coverage in their total benefit packages

Full-Time Employees

63.2% of those offer vision coverage separate from their medical plan

- 43.8% offer a comprehensive plan that includes routine eye exams, contacts, and lenses/frames
- 23.7% offer a plan that covers routine eye exams
- 20.5% offer a plan that covers frames and lenses
- 17.9% offer a plan that covers contact lenses

Part-Time Employees

21.2% of those offer vision coverage separate from their medical plan

- 12.9% offer a comprehensive plan that includes routine eye exams, contacts, and lenses/frames
- 5.8% offer a plan that covers routine eye exams
- 5.8% offer a plan that covers frames and lenses
- 5.4% offer a plan that covers contact lenses

Insurance - Dental Coverage

- 73.4% of employers offer dental coverage in their total benefit packages

Full-Time Employees

80.5% of those offer dental coverage to full-time employees

- 43.5% offer a dental plan that is comprehensive (includes preventative, basic, major, and orthodontic coverage)
- 30.8% offer preventative coverage
- 38.1% offer basic coverage
- 23.3% offer major coverage
- 13.0% offer orthodontics coverage

Part-Time Employees

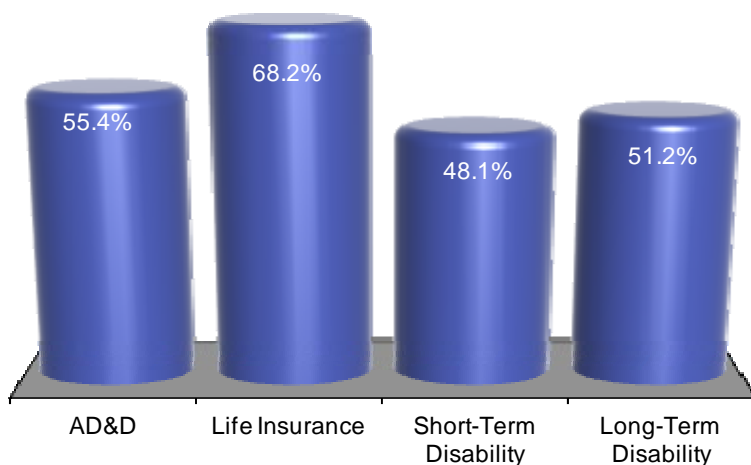
21.1% of those offer dental coverage to part-time employees

- 12.4% offer a dental plan that is comprehensive (includes preventative, basic, major, and orthodontic coverage)
- 4.1% offer preventative coverage
- 5.7% offer basic coverage
- 3.9% offer major coverage
- 2.6% offer orthodontics coverage

In some situations the employer offers two or more options (i.e.: basic and major, etc.)

Insurance - Accidental Death & Dismemberment (AD&D), Life, Short-Term & Long-Term Disability

Percent of Employers Offering AD&D, Life Insurance, Short-term Disability & Long-Term Disability



AD&D:

Full-Time Employees

Coverage is determined by one of three methods

- 23.3% total annual salary
- 31.0% percent/specified number of annual salary
- 45.7% flat rate

Part-Time Employees

Coverage is determined by one of three methods

- 29.7% total annual salary
- 32.4% percent/specified number of annual salary
- 37.8% flat rate

Insurance - Accidental Death & Dismemberment (AD&D), Life, Short-Term & Long-Term Disability (Continued)

Life Insurance:

Full-Time Employees

Coverage is determined by one of three methods

- 21.3% total annual salary
- 25.5% percent/specified number of annual salary
- 53.2% flat rate

53.8% offer additional life insurance employees may purchase beyond coverage employer provides

Part-Time Employees

Coverage is determined by one of three methods

- 31.8% total annual salary
- 27.3% percent/specified number of annual salary
- 40.9% flat rate

57.8% offer additional life insurance employees may purchase beyond coverage employer provides

Short-Term Disability:

Full-Time Employees

82.2% have a waiting period prior to employees being able to utilize short-term disability

- Average waiting period is 38 days
- Average length of coverage is 19 weeks

Part-Time Employees

76.9% have a waiting period prior to employees being able to utilize short-term disability

- Average waiting period is 50 days
- Average length of coverage is 22 weeks

Long-Term Disability:

Full-Time Employees

79.7% use a percent of salary to determine coverage

- Average percent used to calculate the benefit - 61.8% of salary

Part-Time Employees

77.4% use a percent of salary to determine coverage

- Average percent used to calculate the benefit - 60.8% of salary

Paid Leave - Vacation

85.4% of employers offer paid vacations

- 99.6% of those offer to full-time employees
- 30.5% of those offer to part-time employees

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time Employees	Part-Time Employees
1 Year	9	6
5 Years	13	9
10 Years	16	11

Paid Leave - Sick

- 62.5% of employers offer paid sick leave
- 100% of those offer to full-time employees
 - 31.7% of those offer to part-time employees

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time Employees	Part-Time Employees
1 Year	9	6
5 Years	11	7
10 Years	13	7

Paid Leave - Holidays

- 86.2% of employers offer paid holidays
- 99.6% of those offer to full-time employees
 - Average number of days given each year - 7
 - 35.6% of those offer to part-time employees
 - Average number of days given each year - 7

Paid Leave - Personal Days/Floating Holidays

- 49.8% of employers offer personal days/floating holidays
- 99.6% of those offer to full-time employees
 - Average number of days given each year - 3
 - 28.3% of those offer to part-time employees
 - Average number of days given each year - 2

Paid Leave - Personal-Time-Off (PTO)

(a lump sum/consolidated bank of paid time off that includes all paid leave offered by employer including vacation, sick, personal, and holidays versus offering each separately)

- 34.5% of employers offer PTO
- 95.7% of those offer to full-time employees
 - 41.0% of those offer to part-time employees

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time Employees	Part-Time Employees
1 Year	13	9
5 Years	17	14
10 Years	20	19

Retirement/Pension Plans

- 65.5% of employers offer retirement/pension plans
- 99.5% of those offer to full-time employees
 - Average wait to be 100% vested - 4 years
 - 45.6% of those offer to part-time employees
 - Average wait to be 100% vested - 3 years

Retirement/Pension Plans

(Continued)

Defined Contribution Plan

(a plan for contribution from one or both parties, i.e.: 401(k), Savings & Thrift, Deferred Profit Sharing, Deferred Compensation plans)

- 71.5% of those offer to full-time employees
- 21.9% of those offer to part-time employees

Defined Benefit Pension Plan

(a plan that uses a specific pre-determined formula to calculate an employee's future benefit, i.e.: Railroad Retirement, IPERS, etc.)

- 14.9% of those offer to full-time employees
- 16.7% of those offer to part-time employees

Additional Benefit Options

Percent of Employers Offering Additional Benefit Options

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Childcare Assistance	8.8%	94.9%	50.0%
Company Discounts	48.8%	98.7%	56.7%
Concierge Service	0.9%	75.0%	50.0%
Employee Assistance Program	25.6%	99.1%	66.7%
Fitness Club Reimbursement	12.5%	96.4%	51.2%
Flex Spending Accounts	46.7%	100%	41.6%
Flexible Scheduling	53.1%	90.0%	66.3%
Hiring Bonuses	10.4%	97.8%	27.0%
Incentives/Rewards	18.7%	97.1%	48.7%
Shift Differential - 3rd Shift	7.5%	97.1%	58.8%
Shift Differential - Weekend	5.8%	92.5%	59.5%
Tuition Assistance	17.3%	99.4%	39.9%
Varried Shifts	23.3%	92.3%	59.3%

Notes:

[Industry - All Employment Ranges]

Agriculture

53.8% offer a benefit package in addition to wage compensation

Insurance:

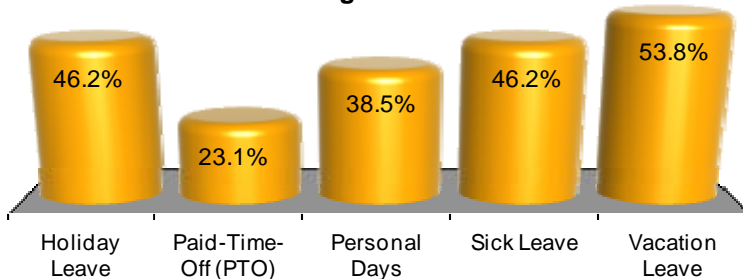
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 15.8%
 - 85.7% of businesses anticipate an increase in costs for medical insurance
 - 16.7% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	23.1%
Dental Coverage	23.1%
Life Insurance	23.1%
Long-Term Disability	15.4%
Medical	38.5%
Prescription Drugs	30.8%
Short-Term Disability	23.1%
Vision Insurance	0.0%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	38.5%	100%	20.0%
Childcare Assistance	0.0%	0.0%	0.0%
Company Discounts	7.7%	100%	100%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%	0.0%
Fitness Club Reimbursement	0.0%	0.0%	0.0%
Flex Spending Accounts	7.7%	100%	100%
Flexible Scheduling	38.5%	100%	20.0%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	15.4%	100%	0.0%
Shift Differential - 3rd Shift	0.0%	0.0%	0.0%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	7.7%	100%	0.0%
Varried Shifts	7.7%	100%	0.0%

Arts, Entertainment, & Recreation

26.3% offer a benefit package in addition to wage compensation

Insurance:

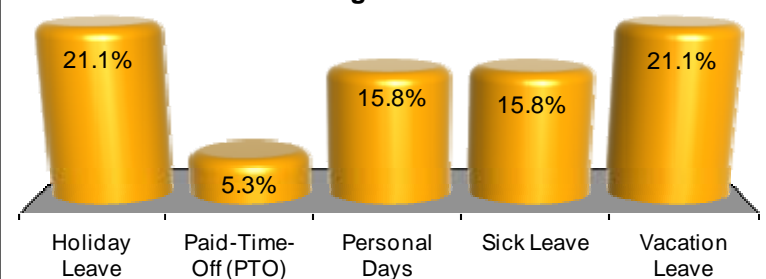
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 14.2%
 - 80.0% of businesses anticipate an increase in costs for medical insurance
 - 20.0% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	2.3%
Dental Coverage	21.1%
Life Insurance	15.8%
Long-Term Disability	0.0%
Medical	26%
Prescription Drugs	21.1%
Short-Term Disability	0.0%
Vision Insurance	5.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	15.8%	100%	0.0%
Childcare Assistance	0.0%	0%	0.0%
Company Discounts	5.3%	100%	0.0%
Concierge Service	0.0%	0%	0.0%
Employee Assistance Program	0.0%	0%	0.0%
Fitness Club Reimbursement	0.0%	0%	0.0%
Flex Spending Accounts	10.5%	100%	0.0%
Flexible Scheduling	15.8%	100%	0.0%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	0.0%	0.0%	0.0%
Shift Differential - 3rd Shift	0.0%	0.0%	0.0%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	0.0%	0.0%	0.0%
Varried Shifts	0.0%	0.0%	0.0%

Construction

65.8% offer a benefit package in addition to wage compensation

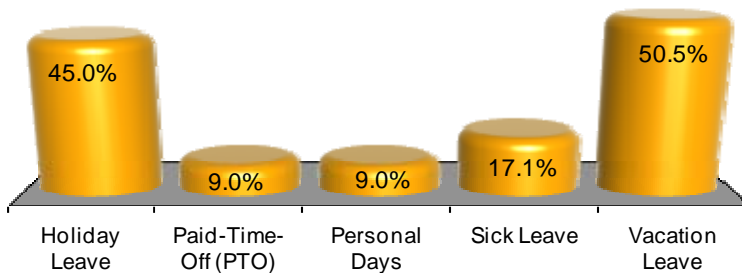
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 18.8%
 - 84.1% of businesses anticipate an increase in costs for medical insurance
 - 32.8% plan to increase employee's contribution in the next year
- 5.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	24.3%
Dental Coverage	38.7%
Life Insurance	30.6%
Long-Term Disability	13.5%
Medical	55.9%
Prescription Drugs	54.1%
Short-Term Disability	20.7%
Vision Insurance	18.9%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	46.8%	100%	11.5%
Childcare Assistance	2.7%	100%	33.3%
Company Discounts	17.1%	100%	10.5%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	4.5%	100%	0.0%
Fitness Club Reimbursement	0.9%	100%	0.0%
Flex Spending Accounts	11.7%	100%	23.1%
Flexible Scheduling	18.0%	80.0%	45.0%
Hiring Bonuses	1.8%	100%	0.0%
Incentives/Rewards	11.7%	100%	7.7%
Shift Differential - 3rd Shift	8.1%	100%	22.2%
Shift Differential - Weekend	5.4%	100%	33.3%
Tuition Assistance	9.9%	100%	9.1%
Varried Shifts	4.5%	100%	0.0%

Education

82.1% offer a benefit package in addition to wage compensation

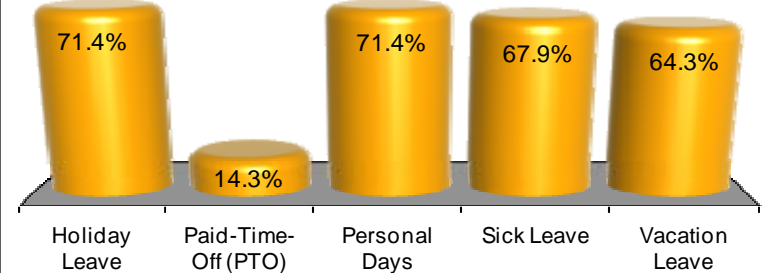
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 18.9%
 - 87.0% of businesses anticipate an increase in costs for medical insurance
 - 43.5% plan to increase employee's contribution in the next year
- 60.9% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	50.0%
Dental Coverage	85.7%
Life Insurance	57.1%
Long-Term Disability	60.7%
Medical	82.1%
Prescription Drugs	78.6%
Short-Term Disability	21.4%
Vision Insurance	35.7%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	57.1%	100%	37.5%
Childcare Assistance	3.6%	100%	0.0%
Company Discounts	10.7%	100%	0.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	17.9%	100%	40.0%
Fitness Club Reimbursement	3.6%	100%	0.0%
Flex Spending Accounts	50.0%	100%	57.1%
Flexible Scheduling	25.0%	71.4%	42.9%
Hiring Bonuses	3.6%	100%	0.0%
Incentives/Rewards	0.0%	0.0%	0.0%
Shift Differential - 3rd Shift	14.3%	100%	25.0%
Shift Differential - Weekend	3.6%	100%	0.0%
Tuition Assistance	28.6%	100%	37.5%
Varried Shifts	25.0%	85.7%	28.6%

Finance & Insurance

71.4% offer a benefit package in addition to wage compensation

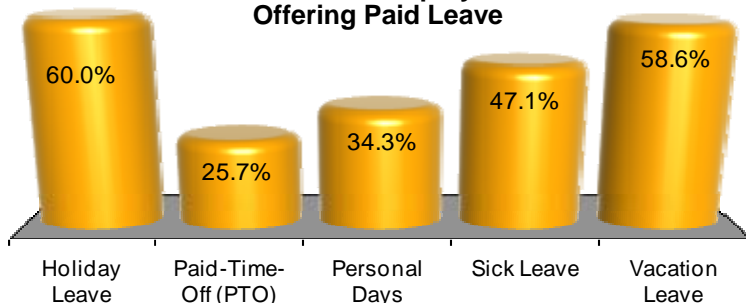
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 18.1%
 - 80.0% of businesses anticipate an increase in costs for medical insurance
 - 46.0% plan to increase employee's contribution in the next year
- 26.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	48.6%
Dental Coverage	52.9%
Life Insurance	57.1%
Long-Term Disability	54.3%
Medical	65.7%
Prescription Drugs	61.4%
Short-Term Disability	34.1%
Vision Insurance	32.9%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	42.9%	100%	40.0%
Childcare Assistance	7.1%	100%	40.0%
Company Discounts	32.9%	100%	69.6%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	28.6%	100%	75.0%
Fitness Club Reimbursement	11.4%	100%	37.5%
Flex Spending Accounts	44.3%	100%	51.6%
Flexible Scheduling	22.9%	100%	43.8%
Hiring Bonuses	2.9%	100%	0.0%
Incentives/Rewards	31.4%	95.5%	40.9%
Shift Differential - 3rd Shift	1.4%	100%	100.0%
Shift Differential - Weekend	1.4%	100%	100.0%
Tuition Assistance	343.0%	100%	20.8%
Varried Shifts	4.3%	66.7%	66.7%

Food Services

26.4% offer a benefit package in addition to wage compensation

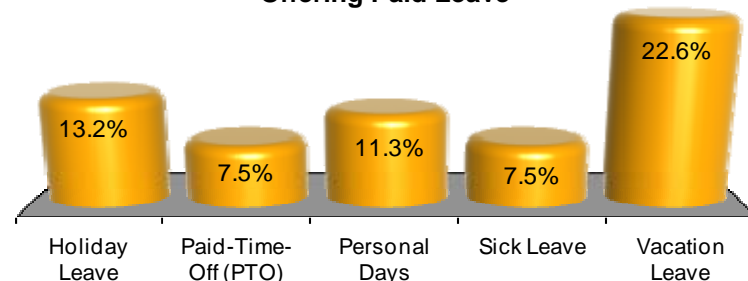
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.6%
 - 85.7% of businesses anticipate an increase in costs for medical insurance
 - 35.7% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	9.4%
Dental Coverage	17.0%
Life Insurance	11.3%
Long-Term Disability	9.4%
Medical	24.5%
Prescription Drugs	22.6%
Short-Term Disability	9.4%
Vision Insurance	11.3%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	13.2%	100%	28.6%
Childcare Assistance	1.9%	0.0%	100%
Company Discounts	17.0%	100%	88.9%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	3.8%	100%	100%
Fitness Club Reimbursement	3.8%	100%	50.0%
Flex Spending Accounts	1.9%	100%	100%
Flexible Scheduling	18.9%	90.0%	70.0%
Hiring Bonuses	1.9%	100%	100%
Incentives/Rewards	18.9%	90.0%	80.0%
Shift Differential - 3rd Shift	0.0%	0.0%	0.0%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	1.9%	100%	0.0%
Varried Shifts	15.1%	87.5%	100%

Government

93.8% offer a benefit package in addition to wage compensation

Insurance:

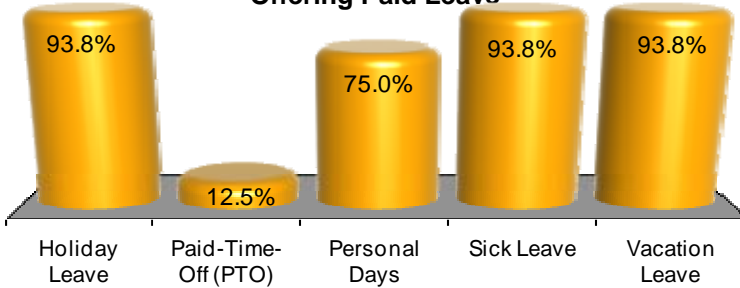
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 29.2%
 - 86.7% of businesses anticipate an increase in costs for medical insurance
 - 93.3% plan to increase employee's contribution in the next year
- 46.7% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	56.3%
Dental Coverage	87.5%
Life Insurance	87.5%
Long-Term Disability	50.0%
Medical	93.8%
Prescription Drugs	93.8%
Short-Term Disability	37.5%
Vision Insurance	37.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	75.0%	100%	58.3%
Childcare Assistance	12.5%	100%	0.0%
Company Discounts	0.0%	0.0%	0.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	50.0%	100%	37.5%
Fitness Club Reimbursement	18.8%	100%	33.3%
Flex Spending Accounts	50.0%	100%	37.5%
Flexible Scheduling	56.3%	88.9%	55.6%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	6.3%	100%	0.0%
Shift Differential - 3rd Shift	18.8%	100%	66.7%
Shift Differential - Weekend	18.8%	100%	33.3%
Tuition Assistance	12.5%	100%	50.0%
Varried Shifts	25.0%	100%	50.0%

Healthcare/Social Services

70.4% offer a benefit package in addition to wage compensation

Insurance:

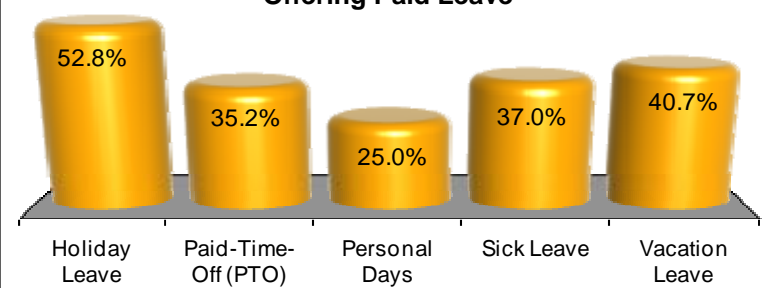
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 14.7%
 - 68.4% of businesses anticipate an increase in costs for medical insurance
 - 38.2% plan to increase employee's contribution in the next year
- 3.9% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	28.7%
Dental Coverage	52.8%
Life Insurance	43.5%
Long-Term Disability	30.6%
Medical	56.5%
Prescription Drugs	53.7%
Short-Term Disability	29.6%
Vision Insurance	34.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	46.3%	98.0%	52.0%
Childcare Assistance	9.3%	100%	60.0%
Company Discounts	32.4%	88.6%	60.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	18.5%	100%	70.0%
Fitness Club Reimbursement	5.6%	66.7%	66.7%
Flex Spending Accounts	38.0%	100.0%	43.9%
Flexible Scheduling	37.0%	92.5%	67.5%
Hiring Bonuses	9.3%	100%	0.0%
Incentives/Rewards	16.7%	88.9%	55.6%
Shift Differential - 3rd Shift	13.9%	100%	80.0%
Shift Differential - Weekend	12.0%	92.3%	84.6%
Tuition Assistance	26.9%	93.1%	55.2%
Varried Shifts	18.5%	95.0%	70.0%

Information Services

90.9% offer a benefit package in addition to wage compensation

Insurance:

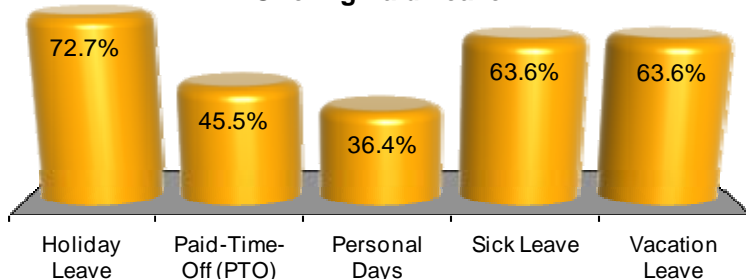
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 18.7%
 - 70.0% of businesses anticipate an increase in costs for medical insurance
 - 20.0% plan to increase employee's contribution in the next year
- 30.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	81.8%
Dental Coverage	90.9%
Life Insurance	80.9%
Long-Term Disability	81.8%
Medical	90.9%
Prescription Drugs	90.9%
Short-Term Disability	63.6%
Vision Insurance	72.7%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	81.8%	100%	33.3%
Childcare Assistance	9.1%	100%	0.0%
Company Discounts	45.5%	100%	60.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	27.3%	100%	33.3%
Fitness Club Reimbursement	9.1%	100%	100.0%
Flex Spending Accounts	63.6%	100%	0.0%
Flexible Scheduling	72.7%	87.5%	25.0%
Hiring Bonuses	9.1%	100%	100%
Incentives/Rewards	27.3%	100%	33.3%
Shift Differential - 3rd Shift	27.3%	100%	33.3%
Shift Differential - Weekend	27.3%	100%	33.3%
Tuition Assistance	45.5%	100%	0.0%
Varried Shifts	27.3%	100%	33.3%

Management Services

62.5% offer a benefit package in addition to wage compensation

Insurance:

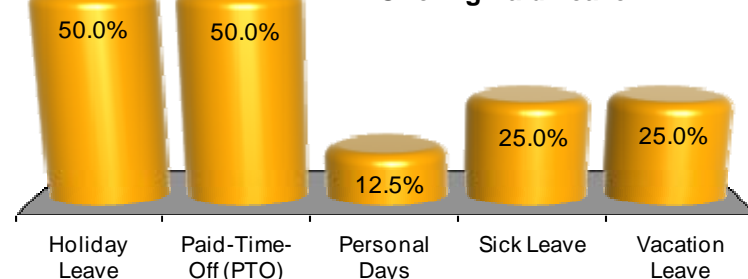
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 24.5%
 - 100% of businesses anticipate an increase in costs for medical insurance
 - 80.0% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	50.0%
Dental Coverage	50.0%
Life Insurance	50.0%
Long-Term Disability	50.0%
Medical	62.5%
Prescription Drugs	50.0%
Short-Term Disability	37.5%
Vision Insurance	37.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	50.0%	100%	75.0%
Childcare Assistance	0.0%	0.0%	0.0%
Company Discounts	37.5%	100%	6.7%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	37.5%	100%	100%
Fitness Club Reimbursement	37.5%	100%	66.7%
Flex Spending Accounts	62.5%	100%	40.0%
Flexible Scheduling	62.5%	100%	60.0%
Hiring Bonuses	12.5%	100%	0.0%
Incentives/Rewards	25.0%	100%	0.0%
Shift Differential - 3rd Shift	12.5%	100%	100%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	12.5%	100%	100%
Varried Shifts	12.5%	100%	100%

Manufacturing

89.2% offer a benefit package in addition to wage compensation

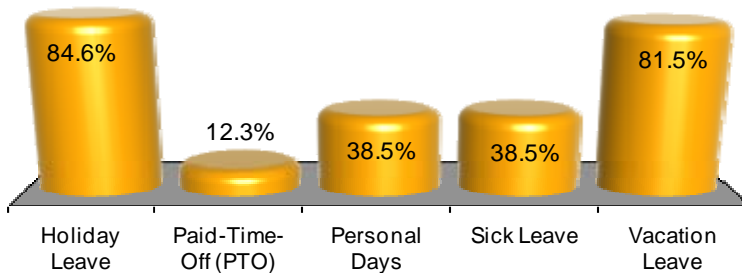
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 21.8%
 - 88.5% of businesses anticipate an increase in costs for medical insurance
 - 66.7% plan to increase employee's contribution in the next year
- 3.6% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	55.4%
Dental Coverage	56.9%
Life Insurance	55.4%
Long-Term Disability	47.7%
Medical	84.6%
Prescription Drugs	81.5%
Short-Term Disability	52.3%
Vision Insurance	33.8%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	47.7%	96.8%	29.0%
Childcare Assistance	3.1%	100%	50.0%
Company Discounts	32.3%	100%	28.6%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	24.6%	100%	50.0%
Fitness Club Reimbursement	13.8%	100%	22.2%
Flex Spending Accounts	46.2%	100%	20.0%
Flexible Scheduling	33.8%	86.4%	45.5%
Hiring Bonuses	6.2%	100%	50.0%
Incentives/Rewards	35.4%	100%	13.0%
Shift Differential - 3rd Shift	24.6%	100%	25.0%
Shift Differential - Weekend	12.3%	100%	12.5%
Tuition Assistance	36.9%	100%	20.8%
Varried Shifts	30.8%	100%	25.0%

Personal Services

54.1% offer a benefit package in addition to wage compensation

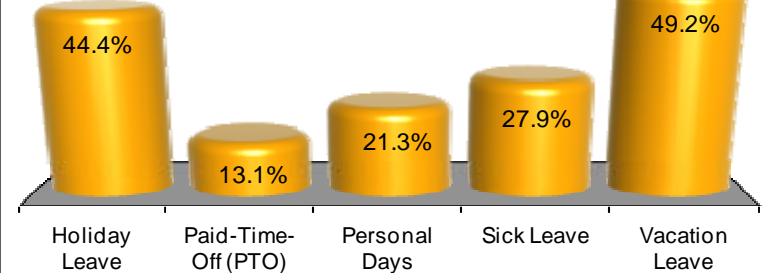
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 15.3%
 - 90.6% of businesses anticipate an increase in costs for medical insurance
 - 40.6% plan to increase employee's contribution in the next year
- 6.1% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	27.9%
Dental Coverage	36.1%
Life Insurance	27.9%
Long-Term Disability	18.0%
Medical	50.8%
Prescription Drugs	47.5%
Short-Term Disability	24.6%
Vision Insurance	18.0%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	36.1%	100%	18.2%
Childcare Assistance	1.6%	100%	0.0%
Company Discounts	21.3%	100%	38.5%
Concierge Service	1.6%	100%	0.0%
Employee Assistance Program	1.6%	100%	0.0%
Fitness Club Reimbursement	4.9%	100%	33.3%
Flex Spending Accounts	14.8%	100%	22.2%
Flexible Scheduling	27.9%	82.4%	7.1%
Hiring Bonuses	3.3%	100%	0.0%
Incentives/Rewards	16.4%	90.0%	20.0%
Shift Differential - 3rd Shift	3.3%	100%	0.0%
Shift Differential - Weekend	1.6%	100%	0.0%
Tuition Assistance	4.9%	100%	0.0%
Varried Shifts	8.2%	50.0%	60.0%

Professional Services

71.9% offer a benefit package in addition to wage compensation

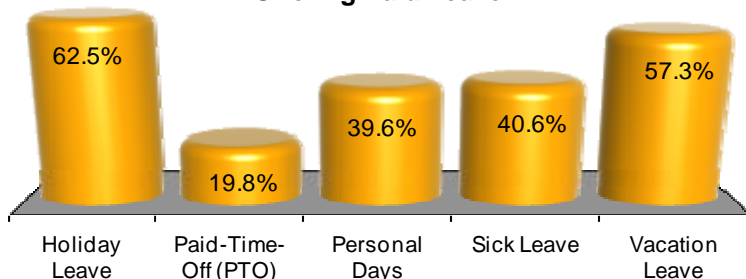
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 13.0%
 - 71.0% of businesses anticipate an increase in costs for medical insurance
 - 36.2% plan to increase employee's contribution in the next year
- 5.8% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	22.9%
Dental Coverage	32.3%
Life Insurance	32.3%
Long-Term Disability	20.8%
Medical	50.0%
Prescription Drugs	4.8%
Short-Term Disability	14.6%
Vision Insurance	19.8%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	55.2%	98.1%	30.2%
Childcare Assistance	7.3%	85.7%	42.9%
Company Discounts	21.9%	0.0%	47.6%
Concierge Service	3.1%	66.7%	33.3%
Employee Assistance Program	10.4%	90.0%	40.0%
Fitness Club Reimbursement	9.4%	88.9%	33.3%
Flex Spending Accounts	24.0%	100%	34.8%
Flexible Scheduling	35.4%	97.1%	58.8%
Hiring Bonuses	14.6%	92.9%	7.1%
Incentives/Rewards	19.8%	100%	42.1%
Shift Differential - 3rd Shift	2.1%	50.0%	50.0%
Shift Differential - Weekend	3.1%	33.3%	66.7%
Tuition Assistance	20.8%	100%	30.0%
Varried Shifts	5.2%	60.0%	60.0%

Real Estate

51.4% offer a benefit package in addition to wage compensation

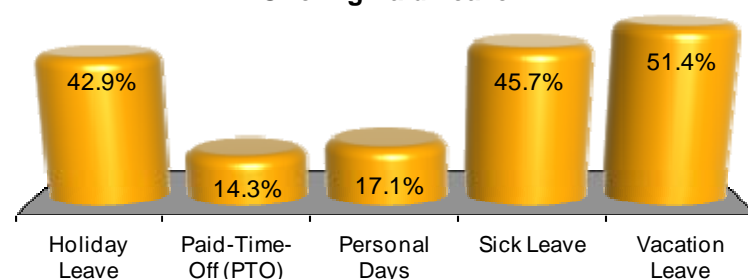
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 12.8%
 - 100% of businesses anticipate an increase in costs for medical insurance
 - 16.7% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	11.4%
Dental Coverage	34.3%
Life Insurance	22.9%
Long-Term Disability	30.8%
Medical	51.4%
Prescription Drugs	51.4%
Short-Term Disability	14.3%
Vision Insurance	20.0%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	31.4%	100%	9.1%
Childcare Assistance	0.0%	0.0%	0.0%
Company Discounts	2.9%	100%	0.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%	0.0%
Fitness Club Reimbursement	0.0%	0.0%	0.0%
Flex Spending Accounts	11.4%	100%	0.0%
Flexible Scheduling	17.1%	66.7%	66.7%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	5.7%	100%	0.0%
Shift Differential - 3rd Shift	0.0%	0.0%	0.0%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	2.9%	100%	0%
Varried Shifts	2.9%	100%	100%

Utilities

100% offer a benefit package in addition to wage compensation

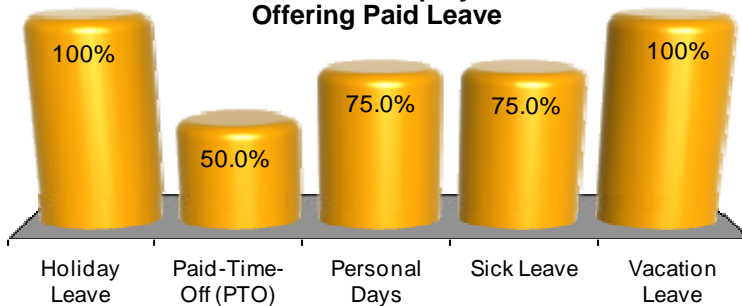
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 45.7%
 - 100% of businesses anticipate an increase in costs for medical insurance
 - 0.0% plan to increase employee's contribution in the next year
- 25.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	100%
Dental Coverage	25.0%
Life Insurance	100%
Long-Term Disability	100%
Medical	100%
Prescription Drugs	100%
Short-Term Disability	25.0%
Vision Insurance	50.0%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	50.0%	100%	50.0%
Childcare Assistance	25.0%	100%	0.0%
Company Discounts	25.0%	100%	0.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	25.0%	100%	100%
Fitness Club Reimbursement	0.0%	0.0%	0.0%
Flex Spending Accounts	75.0%	100%	33.3%
Flexible Scheduling	25.0%	100%	0.0%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	25.0%	100%	0.0%
Shift Differential - 3rd Shift	25.0%	100%	0.0%
Shift Differential - Weekend	0.0%	0.0%	0.0%
Tuition Assistance	75.0%	100%	0.0%
Varried Shifts	25.0%	100%	0.0%

Warehouse & Transportation

55.2% offer a benefit package in addition to wage compensation

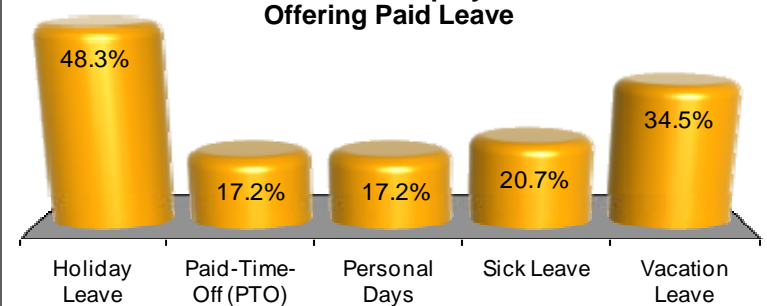
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 17.1%
 - 81.3% of businesses anticipate an increase in costs for medical insurance
 - 68.8% plan to increase employee's contribution in the next year
- 12.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	34.5%
Dental Coverage	41.4%
Life Insurance	37.9%
Long-Term Disability	27.6%
Medical	51.7%
Prescription Drugs	51.7%
Short-Term Disability	31.0%
Vision Insurance	27.6%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	31.0%	100%	33.3%
Childcare Assistance	0.0%	0.0%	0.0%
Company Discounts	13.8%	100%	75.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	13.8%	100%	25.0%
Fitness Club Reimbursement	10.3%	100%	0.0%
Flex Spending Accounts	20.7%	100%	25.0%
Flexible Scheduling	24.1%	85.7%	75.0%
Hiring Bonuses	6.9%	100%	0.0%
Incentives/Rewards	24.1%	100%	28.6%
Shift Differential - 3rd Shift	13.8%	100%	25.0%
Shift Differential - Weekend	17.2%	100%	50.0%
Tuition Assistance	6.9%	100%	50.0%
Varried Shifts	10.3%	100%	50.0%

Waste Management

64.7% offer a benefit package in addition to wage compensation

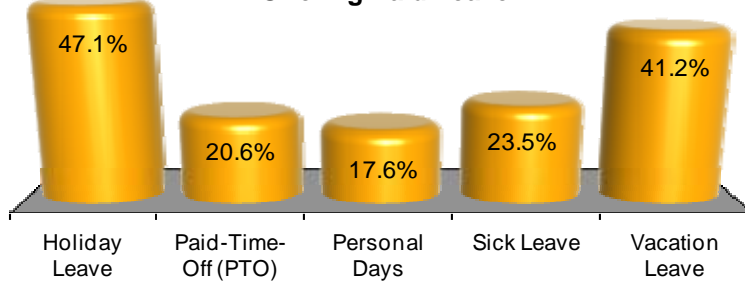
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 16.5%
 - 78.9% of businesses anticipate an increase in costs for medical insurance
 - 42.1% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	47.1%
Dental Coverage	35.3%
Life Insurance	29.4%
Long-Term Disability	17.6%
Medical	55.9%
Prescription Drugs	50.0%
Short-Term Disability	17.6%
Vision Insurance	14.7%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	29.4%	100%	44.4%
Childcare Assistance	0.0%	0.0%	0.0%
Company Discounts	17.6%	100%	66.7%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	17.6%	100%	33.3%
Fitness Club Reimbursement	5.9%	100%	0.0%
Flex Spending Accounts	11.8%	100%	50.0%
Flexible Scheduling	23.5%	100%	37.5%
Hiring Bonuses	0.0%	0.0%	0.0%
Incentives/Rewards	17.6%	83.3%	66.7%
Shift Differential - 3rd Shift	14.7%	100%	60.0%
Shift Differential - Weekend	14.7%	100%	40.0%
Tuition Assistance	8.8%	100%	100%
Varried Shifts	17.6%	100%	50.0%

Wholesale & Retail Trade

66.9% offer a benefit package in addition to wage compensation

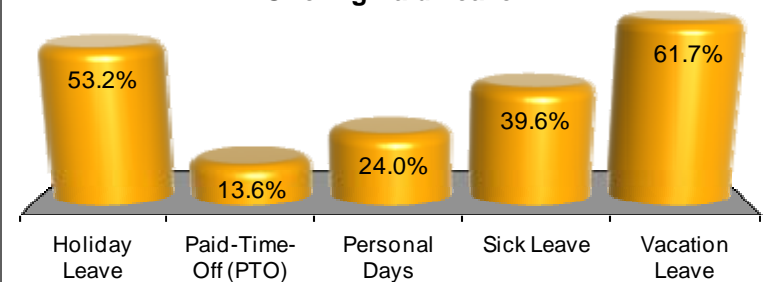
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 13.8%
 - 83.5% of businesses anticipate an increase in costs for medical insurance
 - 43.3% plan to increase employee's contribution in the next year
- 9.7% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	26.6%
Dental Coverage	39.0%
Life Insurance	37.0%
Long-Term Disability	24.0%
Medical	61.0%
Prescription Drugs	55.0%
Short-Term Disability	26.6%
Vision Insurance	22.7%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	40.9%	100.0%	41.3%
Childcare Assistance	3.2%	100.0%	20.0%
Company Discounts	42.9%	100.0%	39.4%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	8.4%	100.0%	46.2%
Fitness Club Reimbursement	3.2%	100.0%	60.0%
Flex Spending Accounts	13.6%	100.0%	14.3%
Flexible Scheduling	28.6%	84.1%	54.5%
Hiring Bonuses	3.9%	100.0%	33.3%
Incentives/Rewards	20.8%	100.0%	31.3%
Shift Differential - 3rd Shift	1.9%	66.7%	33.3%
Shift Differential - Weekend	2.6%	75.0%	75.0%
Tuition Assistance	23.8%	100.0%	20.0%
Varried Shifts	8.4%	92.3%	38.5%

Employment Range - All Industries

1-24 Employees

57.3% offer a benefit package in addition to wage compensation

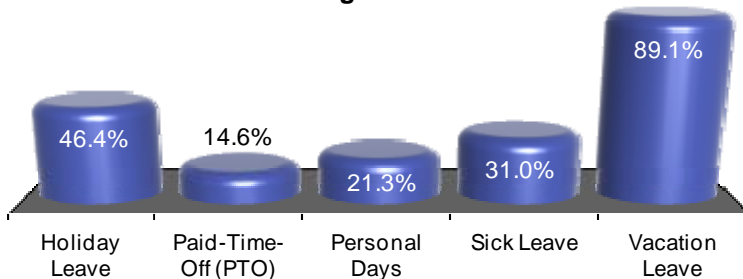
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 15.3%
 - 77.1% of businesses anticipate an increase in costs for medical insurance
 - 35.9% plan to increase employee's contribution in the next year
- 6.2% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	20.4%
Dental Coverage	31.4%
Life Insurance	26.6%
Long-Term Disability	16.7%
Medical	48.0%
Prescription Drugs	43.9%
Short-Term Disability	18.6%
Vision Insurance	18.0%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	36.1%	99.6%	21.3%
Childcare Assistance	2.3%	93.8%	18.8%
Company Discounts	22.1%	98.7%	36.8%
Concierge Service	0.4%	66.7%	33.3%
Employee Assistance Program	5.7%	97.5%	35.0%
Fitness Club Reimbursement	2.7%	94.7%	15.8%
Flex Spending Accounts	13.4%	100.0%	29.2%
Flexible Scheduling	23.9%	88.6%	41.9%
Hiring Bonuses	1.4%	90.0%	10.0%
Incentives/Rewards	13.9%	95.9%	22.7%
Shift Differential - 3rd Shift	2.4%	88.2%	29.4%
Shift Differential - Weekend	2.1%	80.0%	26.7%
Tuition Assistance	9.9%	98.6%	18.8%
Varried Shifts	4.6%	81.3%	46.9%

25-49 Employees

86.0% offer a benefit package in addition to wage compensation

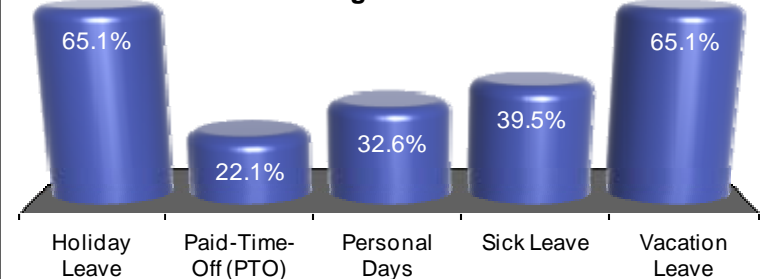
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 17.4%
 - 88.4% of businesses anticipate an increase in costs for medical insurance
 - 51.4% plan to increase employee's contribution in the next year
- 13.7% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	45.3%
Dental Coverage	60.5%
Life Insurance	65.1%
Long-Term Disability	47.7%
Medical	79.1%
Prescription Drugs	75.6%
Short-Term Disability	41.9%
Vision Insurance	30.2%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	55.8%	95.8%	53.5%
Childcare Assistance	8.1%	85.7%	71.4%
Company Discounts	33.7%	93.1%	65.5%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	16.3%	100%	57.1%
Fitness Club Reimbursement	9.3%	87.5%	50.0%
Flex Spending Accounts	39.5%	100%	44.1%
Flexible Scheduling	44.2%	89.5%	68.4%
Hiring Bonuses	8.1%	100%	14.3%
Incentives/Rewards	27.9%	91.7%	68.2%
Shift Differential - 3rd Shift	11.6%	100%	40.0%
Shift Differential - Weekend	9.3%	100%	62.5%
Tuition Assistance	29.1%	96.0%	44.0%
Varried Shifts	16.3%	100%	28.6%

50-99 Employees

95.7% offer a benefit package in addition to wage compensation

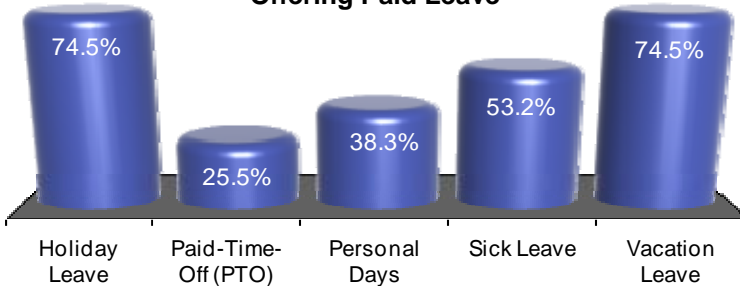
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 22.1%
 - 82.2% of businesses anticipate an increase in costs for medical insurance
 - 42.2% plan to increase employee's contribution in the next year
- 8.9% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	68.1%
Dental Coverage	78.7%
Life Insurance	78.7%
Long-Term Disability	55.3%
Medical	93.6%
Prescription Drugs	91.5%
Short-Term Disability	44.7%
Vision Insurance	46.8%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	70.2%	100%	54.5%
Childcare Assistance	12.8%	100%	33.3%
Company Discounts	40.4%	94.7%	63.2%
Concierge Service	2.1%	100%	0.0%
Employee Assistance Program	25.5%	100%	77.8%
Fitness Club Reimbursement	10.6%	100%	60.0%
Flex Spending Accounts	59.6%	100%	32.1%
Flexible Scheduling	36.2%	82.4%	76.5%
Hiring Bonuses	25.5%	100%	25.0%
Incentives/Rewards	36.2%	100%	35.3%
Shift Differential - 3rd Shift	19.1%	100%	55.6%
Shift Differential - Weekend	10.6%	100%	80.0%
Tuition Assistance	46.8%	100%	18.2%
Varried Shifts	34.0%	93.8%	61.5%

100-249 Employees

98.1% offer a benefit package in addition to wage compensation

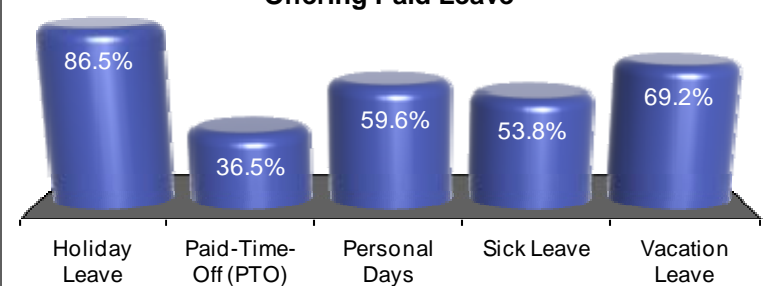
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 22.0%
 - 92.2% of businesses anticipate an increase in costs for medical insurance
 - 58.8% plan to increase employee's contribution in the next year
- 25.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	75.0%
Dental Coverage	92.3%
Life Insurance	82.7%
Long-Term Disability	80.8%
Medical	98.1%
Prescription Drugs	96.2%
Short-Term Disability	61.5%
Vision Insurance	63.5%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	64.6%	100%	54.8%
Childcare Assistance	7.7%	100%	50.0%
Company Discounts	26.9%	100%	50.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	55.8%	100%	72.4%
Fitness Club Reimbursement	26.9%	100%	35.7%
Flex Spending Accounts	76.9%	100%	45.0%
Flexible Scheduling	38.5%	90.0%	75.0%
Hiring Bonuses	17.3%	100%	22.2%
Incentives/Rewards	34.6%	100%	38.9%
Shift Differential - 3rd Shift	34.6%	100%	38.9%
Shift Differential - Weekend	26.9%	100%	35.7%
Tuition Assistance	46.2%	100%	29.2%
Varried Shifts	44.2%	95.7%	47.8%

250 + Employees

62.4% offer a benefit package in addition to wage compensation

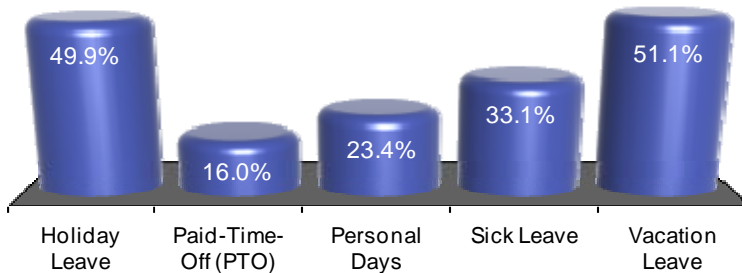
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 16.2%
 - 78.3% of businesses anticipate an increase in costs for medical insurance
 - 38.3% plan to increase employee's contribution in the next year
- 7.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	25.7%
Dental Coverage	37.1%
Life Insurance	33.5%
Long-Term Disability	22.1%
Medical	53.8%
Prescription Drugs	49.8%
Short-Term Disability	22.4%
Vision Insurance	20.9%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	40.1%	99.1%	28.4%
Childcare Assistance	3.5%	93.1%	34.5%
Company Discounts	24.4%	97.5%	43.3%
Concierge Service	0.5%	75.0%	25.0%
Employee Assistance Program	7.9%	98.5%	43.9%
Fitness Club Reimbursement	3.8%	93.8%	31.3%
Flex Spending Accounts	18.7%	100%	27.6%
Flexible Scheduling	26.7%	88.3%	49.1%
Hiring Bonuses	3.5%	96.6%	17.2%
Incentives/Rewards	16.6%	95.7%	46.2%
Shift Differential - 3rd Shift	4.3%	94.4%	38.9%
Shift Differential - Weekend	3.4%	89.3%	56.5%
Tuition Assistance	13.9%	99.1%	24.1%
Varried Shifts	7.4%	91.7%	43.5%

Notes:

Industry Clusters

Advanced Manufacturing

88.5% offer a benefit package in addition to wage compensation

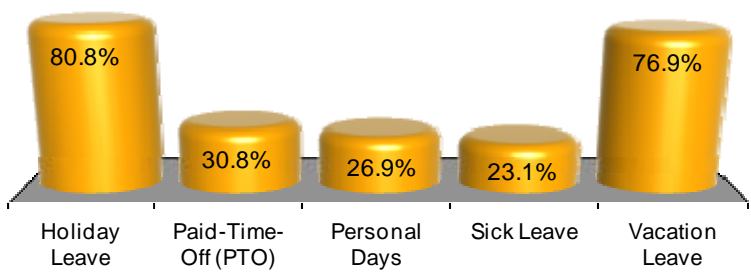
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 15.1%
 - 87.0% of businesses anticipate an increase in costs for medical insurance
 - 52.2% plan to increase employee's contribution in the next year
- 4.3% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	61.5%
Dental Coverage	65.4%
Life Insurance	61.5%
Long-Term Disability	53.8%
Medical	84.6%
Prescription Drugs	84.6%
Short-Term Disability	5.8%
Vision Insurance	38.5%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	42.3%	100%	27.3%
Childcare Assistance	3.8%	100%	100%
Company Discounts	19.2%	100%	0.0%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	26.9%	100%	57.1%
Fitness Club Reimbursement	15.4%	100%	50.0%
Flex Spending Accounts	53.8%	100%	28.6%
Flexible Scheduling	38.0%	100%	60.0%
Hiring Bonuses	23.1%	100%	0.0%
Incentives/Rewards	34.6%	100%	22.2%
Shift Differential - 3rd Shift	11.5%	100%	33.3%
Shift Differential - Weekend	3.8%	100%	0.0%
Tuition Assistance	34.6%	100%	33.3%
Varried Shifts	19.2%	100%	20.0%

Bioscience

100% offer a benefit package in addition to wage compensation

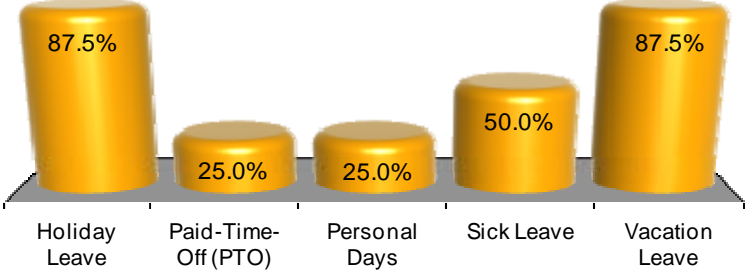
Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 12.7%
 - 81.3% of businesses anticipate an increase in costs for medical insurance
 - 50% plan to increase employee's contribution in the next year
- 18.8% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	56.3%
Dental Coverage	87.5%
Life Insurance	62.5%
Long-Term Disability	62.5%
Medical	93.8%
Prescription Drugs	93.8%
Short-Term Disability	62.5%
Vision Insurance	50.0%

Paid Leave: Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	62.5%	100%	50.0%
Childcare Assistance	12.5%	100%	50.0%
Company Discounts	4.8%	100%	42.9%
Concierge Service	0.0%	0.0%	0.0%
Employee Assistance Program	37.5%	100%	66.7%
Fitness Club Reimbursement	18.8%	66.7%	66.7%
Flex Spending Accounts	68.8%	100%	37.5%
Flexible Scheduling	56.3%	88.9%	55.6%
Hiring Bonuses	25.0%	100%	25.0%
Incentives/Rewards	43.8%	100%	14.3%
Shift Differential - 3rd Shift	43.8%	100%	42.9%
Shift Differential - Weekend	31.3%	80.0%	40.0%
Tuition Assistance	50.0%	100%	37.5%
Varried Shifts	56.3%	100%	33.3%

Information Technology

93.8% offer a benefit package in addition to wage compensation

Insurance:

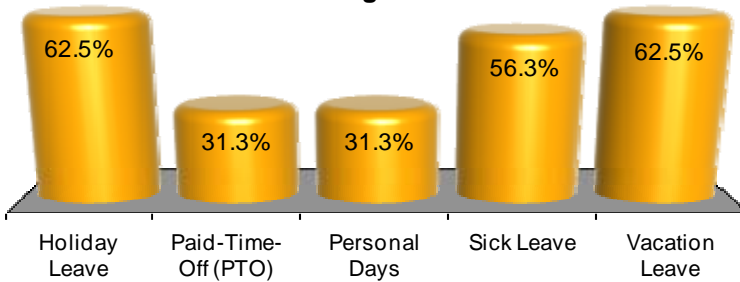
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 18.1%
 - 80.0% of businesses anticipate an increase in costs for medical insurance
 - 40.0% plan to increase employee's contribution in the next year
- 20.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
AD&D	56.3%
Dental Coverage	75.0%
Life Insurance	62.5%
Long-Term Disability	62.5%
Medical	87.5%
Prescription Drugs	87.5%
Short-Term Disability	50.0%
Vision Insurance	56.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	All Employees	Full-Time Employees	Part-Time Employees
Retirement	81.3%	100%	7.7%
Childcare Assistance	6.3%	100%	0.0%
Company Discounts	31.3%	100%	40.0%
Concierge Service	12.5%	100%	0.0%
Employee Assistance Program	31.3%	100%	20.0%
Fitness Club Reimbursement	12.5%	100%	0.0%
Flex Spending Accounts	56.3%	100%	0.0%
Flexible Scheduling	56.3%	88.9%	11.1%
Hiring Bonuses	18.8%	100%	0.0%
Incentives/Rewards	25.0%	100%	25.0%
Shift Differential - 3rd Shift	18.8%	100%	0.0%
Shift Differential - Weekend	25.0%	100%	0.0%
Tuition Assistance	37.5%	100%	0.0%
Varried Shifts	18.8%	100%	0.0%

Notes:

Sponsored in Partnership with

TECH CORRIDOR

Cedar Rapids/Iowa City

A partnership between:



ICAD
Iowa City Area
Development Group



For more information regarding the Technology Corridor Fringe Benefit Survey, contact:

Priority One
Economic Development Division
Cedar Rapids Area of Commerce
424 First Avenue NE
Cedar Rapids, Iowa 52401
Phone: 319-730-1427
Fax: 319-398-5228
E-mail: klammer@cedarrapids.org
www.priority1.com

Iowa City Area Development Group
325 East Washington Street, Ste. 101
Iowa City, IA 52240
Phone: 319-354-3939
Fax: 319-338-9958
E-mail: jraso@iowacityarea.com
E-mail: dwilliamson@iowacityarea.com
www.iowacityareadevelopment.com